



Lily Cushenbery

Assistant Professor, College of Business, SUNY at Stony Brook

RESEARCH AREAS

Industrial-Organizational Psychology
Management

TEACHING AREAS

Industrial-Organizational Psychology
Management

EDUCATION

Ph.D., Pennsylvania State University, University Park (2012)
Industrial-Organizational Psychology
Minor: Statistics and Methods
B.A., California State University, Fresno (2007)
Psychology, with Department Honors and University Honors

EXPERIENCE

- Assistant Professor of Management, Stony Brook University (2013-present)
- Post Doctoral Research Fellow, Pennsylvania State University, University Park International Center for the Study of Terrorism (2012-2013)
- Consultant, developed a selection system for Del Monte Foods' Pet Snacks division (5/13-present)
- Assessment Center Assistant, Capital Markets Sales Leadership Academy at PNC Bank (11/11)
- Test Monitor for State Police Written and Oral Boards, EB Jacobs Consulting (10/10, 12/10, 3/11)
- Assessor, PNC Leadership Assessment Center (3/10 – present, twice per semester)
- Lead Consultant, Penn State University Police Selection System Project (8/09 – 5/10)
- Participant, Procter & Gamble I/O Graduate Developmental Seminar (9/09)
- Lead Consultant, Pennsylvania State Education Association Selection System Project (8/07 – 5/09)
- Consultant, Aerosoles Shoes Selection Project (1/07 – 5/09)
- Recruiting Specialist, Mosaic (5/08 – 8/08)
- Intern, Sierra HR Partners (12/06 – 5/07)
- Intern, Community Medical Centers Communications Department (8/05 – 1/06)

PUBLISHED JOURNALS

- Hunter, S. T., & Cushenbery, L. (in press). Is being a jerk necessary for originality? Examining the role of disagreeableness in the sharing and utilization of original ideas. *Journal of Business and Psychology*.
- Cushenbery, L., & Gabriel, A. (2014). Reappraising the Brain Drain: Collaboration as a Catalyst for Innovation in I-O Research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(3), 347-351. DOI: 10.1111/iops.12161
- Gill, P., Horgan, J., Hunter, S. T., & Cushenbery, L. (2013). Malevolent creativity in terrorist organizations. *The Journal of Creative Behavior*, 47(2), 125-151. DOI: 10.1002/jocb.28
- Hunter, S. T., Cushenbery, L., & Friedrich, T. M. (2012). Hiring an innovative workforce: A necessary yet uniquely challenging endeavor. *Human Resource Management Review*, 22(4), 303-322. DOI: 10.1016/j.hrmr.2012.01.001
- Hunter, S. T., Cushenbery, L., Fairchild, J. L., & Boatman, J. (2012). Partnerships in leading for innovation: A dyadic model of collective leadership. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(4), 424-428. DOI: 10.1111/j.1754-9434.2012.01474.x
- Hunter, S. T., & Cushenbery, L. (2011). Leading for innovation: Direct and indirect influences. *Advances in Developing Human Resources*, 13(3), 248-263. DOI: 10.1177/1523422311424263
- Hunter, S. T., Cushenbery, L., Thoroughgood, C. N., Johnson, J. E., & Ligon, G. S. (2011). First and ten leadership: A historiometric investigation of the CIP leadership model. *The Leadership Quarterly*, 22, 70-91. DOI: 10.1016/j.leaqua.2010.12.008
- Cushenbery, L., & Lovelace, J. (2011). Industrial-Organizational Psychology's contribution to the fight against terrorism. *The Industrial-Organizational Psychologist*, 49, 55-59. Link.
- Cushenbery, L. (2011). Managing an undergraduate research lab. *The Industrial-Organizational Psychologist*, 48, 118-121.

BOOK CHAPTERS

- Fairchild, J. A., Cushenbery, L., Hunter, S. T. (in press). Tools for the Process: Technology to Support Creativity and Innovation. In D. Harrison (Ed.) *Handbook of Research on Digital Media and Creative Technologies* (pp.). Hershey, PA: IGI Global Books.
- Hunter, S. T., Cushenbery, L., Ginther, N., & Fairchild, J. A. (2013). Leadership, innovation, and technology: The evolution of the creative process. In S. Hemlin (Ed.) *Creativity and Leadership in Science Technology and Innovation* (pp. 81-110). New York: Routledge.
- Jacobs, R. R., Cushenbery, L., & Grabarek, P. E. (2011). Assessments for selection and promotion of police officers. In J. Kitaeff, (Ed.) *Handbook of Police Psychology* (pp. 193-210). New York: Routledge.
- Fairchild, J. A., Cassidy, S., Cushenbery, L., & Hunter, S. T. (2011). The impact of technology on process-models of creativity. In A. Mesquita (Ed.) *Technology for Creativity and Innovation: Tools, Techniques, and Applications* (pp. 26-51). Hershey, PA: IGI Global Books.
- Hunter, S. T., Tate, B. W., Dzieweczynski, J., & Cushenbery, L. (2010). A multilevel consideration of leader errors. In B. Schyns and T. Hasboro (Eds.) *When leadership goes wrong: Destructive leadership, mistakes and ethical failures* (pp. 405-443). Charlotte, NC: Information Age Publishing.